# Approved For Release 2/01/08/05 1014-74-78-05343A000200010062-7

NOTES AND INSTRUCTIONS FOR THE FY 74/75 APP REPORT

The Annual Personnel Plan is structured to provide reports and statements of goals on a Career Service...or Career Sub-group... basis. Therefore, report only on the people and positions having the Service Designation of your Career Service (except as noted otherwise on a few of the reports) and be sure to include personnel of your Service on assignment to another Career Service and occupying the slot of that Service.

- 1. In those Career Services where the Career Sub-groups have not yet been formally identified, the term "Sub-group" for APP reporting purposes should be interpreted as applying to Divisions or Offices, i.e., the first group below the Directorate level. All Directorate Career Services should include their Staffs or other administrative structures as separate reporting components unless the assignees to those components carry a Sub-group designation and are included in the reports of the Sub-group. In other words, by one means or another, insure all personnel with the Career Service designation are included in the APP of that Career Service.
- 2. The CSGA columns in Unit I must be completed for the Career Service, but its use is optional for the Career Sub-groups and dependent on how the Career Service has handled this aspect of management within the Service.
- 3. On page 5 of the APP, "Planned Alterations," the column for "Methods of Achieving Change" was not explained in the footnotes. The entries here should be a comment indicating how the Career Service plans to make the change such as, "retraining of incumbents," or "new recruitment." If it is a "new recruitment," and there are a number of employees becoming surplus as a result, please comment on plans for the surplus group. This could be "phased out by retirement," "reassignment within Service or with assistance of OP within the Agency," "retraining for duties not related to new requirements" or however the Service plans to handle the matter.
- 4. Three copies of the APP Report forms have been made available to the Career Services for each Career Sub-group and the Career Service itself. In addition, there are a number of additional copies for each Career Service for unexpected distribution needs. If any copies are excess to your needs, please return to OP/P&C.
- 5. Two "clean" copies of the consolidated Career Service APP are to be forwarded to the Director of Personnel. One will be a part of the APP analysis prepared for the Director.
- 6. One copy of each Career Sub-group APP is to be forwarded to the Director of Personnel with the Career Service consolidated APP's.

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7. Please package the Career Sub-group reports by fastening with a large Ecko fastener at the left side, and the the individual reports from left to right. The package is too big for a kraft folder, but to preserve the papers in reasonable condition, it would be appreciated if a folder is cut in half and a top and bottom be made for the package. Please do not tab or fasten the Career Service report in any way; the format for submission to the Director is not yet determined.

#### SPECIAL NOTE:

In order to help the Director of Personnel keep pace with the formal developments in implementation of the Career Service responsibilities assigned under the New Personnel Approaches announced by the Director in April, please forward to OP/Review Staff copies of all notices, bulletins or other publications issued by the Career Services or Career Sub-groups concerning personnel management. The Review Staff will also serve as a "clearing house" for the exchange of information and ideas on the various implementing procedures.

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#### ANNUAL PERSONNEL PLAN

#### COMMENT SHEET

#### STATEMENT OF PURPOSE

- 1. The Annual Personnel Plan develops fiscal year goals as targets for action in significant areas of personnel management. The Plan and progress thereon are reported to the Director in statistical terms for his use in evaluating the Agency's personnel management operations. APP's are developed individually for each of the five Career Services and are the responsibility of the Heads of those Career Services. reflecting their commitment to the stated goals. Carefully prepared APP Reports provide the Director with a detailed picture of the plans and progress of each Career Service in areas of major personnel management concern. As initially developed at the Career Sub-Group level, APP Reports provide the Head of each Career Service an equally detailed picture of the significant personnel management objectives of those Sub-Groups. At each echelon, the reviewing officer has the opportunity to evaluate the goals presented and to revise them where needed to insure that they conform with and support the personnel management objectives of the Career Service and of the Agency.
- 2. The objective of the Annual Personnel Plan is the establishment of goals, i.e., specific targets of accomplishment. The APP is not merely a statement of personnel projections. Three major steps must be considered carefully in the preparation of an effective and meaningful APP.
  - a. There must be an understanding of the program objectives and priorities of the Career Service, and of the Agency, with an awareness of what is needed in the area of personnel management to achieve them.
  - b. There must be careful review and a sound understanding of the current personnel situation and those actions which will -- or do -- affect it.
  - c. There must be positive consideration and the development of personnel management objectives which in their implementation will provide maximum contribution toward Agency goals.

Total manpower goals in the APP should not exceed the manpower resources in the FY 75 Program.

#### CONTENT OF THE ANNUAL PERSONNEL PLAN REPORT

1. Apart from a few format revisions and an entry for the evaluation of FY 74 goals, the data presented in the Annual Personnel Plan Report for

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FY 74/75 is basically the same as that in the original APP. The new Report format is divided into five parts.

- I On-Duty Strength Statistics. An overall report of on-duty strength and goals, including the gross count of various actions, such as gains, losses and promotions, which affect the year-end result.
- II Manpower Statistics. Reports of planned personnel management actions in significant areas. It is, in effect, an analysis of the detailed developments which make up the overall manpower picture.
- III Training. A summary of training plans for the fiscal year, including those for CORE courses, an itemized listing of language training plans and a statistical report of overall language capability.
- IV Equal Employment Opportunity. A report of the goals established for certain specific facets of the EEO Program.
- V Background Statistics. A report of past year statistics in several areas of personnel management pertinent as background for the development of future plans.
- 2. Most of the charts in the FY 74/75 APP Report have been prepared to provide for an evaluation of the progress toward the FY 74 Goals. The data for the "goals" line will be that stated in the FY 73/74 APP Submission. If any of these goals have been changed by formal amendment to the Director of Personnel, use the amended figure and note in the margin that it is an amended figure. Changes which resulted from arithmetical or other errors on the original report and which were amended before the final APP Report was prepared for the Director need not be noted as such. The FY 74 Achievements figure can be obtained from the pertinent Computer Listings which will be made available. It is suggested, however, that components may wish to check their own records to insure the accuracy of achievement reports.
- 3. As in the previous APP, the applicable computer run providing the fiscal year data is noted in the reference listing for each chart. Several new listings are included which are designed to provide as much information as possible in a format easily transferable to the APP charts. The "Other Racial Minority" information is provided by Listing Number 249 a coded name list identifying Black, Oriental, Spanish surnamed, male and female personnel. It will be necessary to determine the "Other Racial Minority," Oriental and Spanish surnamed personnel, by hand count. The computer count of Orientals should be accurate, but the Spanish surnamed report is new (required by CSC) and may not be complete for a particular component. If it is not, and additional personnel in this category have been identified, an adjustment should be made to the number provided in the

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Listing, and a note made in the margin of the report to indicate the change. This will assist those who collate the information and who may have reason to check the computer listings for comparative purposes.

### SCHEDULE FOR APP REPORT SUBMISSIONS

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- 1. The FY 74/75 APP Report is due to the Director of Personnel by 3 September 1974. The format for the Report is being distributed in June to allow sufficient lead time for proper planning and the establishment of meaningful goals. The FY 74 Achievement figures will cover the entire fiscal year and will include June actions. That information which is in the computer will be on the Listings dated 30 June 1974 which will be distributed o/a 15 July.
- 2. Scheduling and deadlines for receipt of the Career Sub-Group reports should be programmed by the respective Career Services to allow time for careful review at the Directorate level and for the revision of Sub-Group goals if deemed necessary. While most of the consolidated Career Service APP statistics will equal the total of the Sub-Group submissions, some will reflect only Career Service goals. The correctness of the base data and the arithmetic should be carefully verified to avoid problems with subsequent reviews and the Agency consolidation.
- 3. With the distribution of the FY 74/75 APP forms, meetings will be arranged to explain the intent and format of the Report, and the use of the computer listings in facilitating the preparation. Thereafter, representatives of the OP Review Staff will be available to answer questions and assist in the preparation of the Reports.

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UNIT I On Duty Strength Statistics COMPONENT

								G.S	GRADE	S				<u> </u>			SPS	I	
	TOTAL	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	T		·	GS 9	GS 8	GS 7	GS 6	GS 5	GS4 GS3	SPS EP PL	WAGE BD.	MIL
CAREER SERVICE ON DUTY STRENGTH* 5/30/73 (FY 74 APP)																			
(AVERAGE GRADE)										·									
LOSSES  A. **TO AGENCY, NOT ONLY TO CAREER SERVICE • FY 74																			
B. BY CHANGE OF SD • FY 74								ļ											
TOTAL LOSSES																			
GAINS  A. ***TO AGENCY, NOT ONLY TO CAREER  SERVICE - FY 74																			
B. BY CHANGE OF SD - FY 74																			
TOTAL GAINS																			
PLANNED PROMOTIONS - FY 74 (SHOW 'TO' GRADE ONLY) (FY 74 APP)																			
ACTUAL PROMOTIONS - FY 74 (SHOW 'TO' GRADE ONLY)																			
CAREER SERVICE ODS GOAL 6/30/74 (FY 74 APP)																			
CAREER SERVICE ODS - 6/30/74																			
ADJUSTED CAREER SERVICE GS POSITION CEILING (CSGA) AND NON-GS CEILING 6/30/74																			

COMMENTS:

\*INCLUDE ONLY EMPLOYEES WITH SD OF CAREER SERVICE CONCERNED.

\*\*LOSSES INCLUDE RESIGNATIONS, RETIREMENTS, DEATH, APPROVED DISABILITY RETIRES ON EXT. S/L, LWOP 6 MO. OR LONGER AND IN EFFECT 6/30/74. EMPLOYEES ON REIMBURSEABLE DETAIL.

\*\*FIGAINS INCLUDE EODS WITH AGENCY, RETURN FROM EXTENDED LWOP, RETURN FROM REIMBURSEABLE DETAIL.

\*\*CALINE COMPUTER LISTINGS 207A. 262. 241. 212. Approved For Release 2001/08/09: CIA-RDP78-05343A000200010062-7

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UNIT I On Duty Strength Statistics COMPONENT

		T							GS G	RADES							,	SPS	WAGE	1
	TOTAL	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3/2	EP PL	BD.	MIL
AREER SERVICE ON DUTY STRENGTH 6/30/74																				
AVER () GE GRADE )																				_
STIMATED PERSONNEL LOSSES - FY 75																				
. *LOSSES TO AGENCY, NOT ONLY TO CAREER SERVICE																				-
. LOSSES BY CHANGE OF SD																				
TOTAL LOSSES		1																		
LANNED PERSONNEL GAINS - FY 75																				
. **GAINS TO AGENCY, NOT ONLY CAREER SVC.			<u> </u>				ļ <u>.</u>									-			-	-
. GAINS BY CHANGE OF SD TOTAL GAINS																				
PROJECTED ODS END OF FY 75 AFTER SAINS/LOSSES AND BEFORE PROMOTIONS																				
PLANNED PROMOTIONS - FY 75		†					-													
TO GRADE (+)												ļ								<u> </u>
FROM GRADE ()				-		-				<del> </del>					-	-				
PROJECTED CAREER SERVICE ODS AT END OF																				
( AVERAGE GRADE)																				
PROPOSED ADJUSTED CAREER SERVICE GS																				
5/30/75							1				1				1		1	ł		

APP FY 74/75 2

#### SECRET (When Filled In) Approved For Release 2001/08/09 : CIA-RDP78-05343A000200010062-7 PERSONNEL ON DUTY STRENGTH REPORT - BY CATEGORY

UNITI On Duty Strength Statistics \_\_\_\_\_ COMPONENT

GS GRADES	GS 18	GS 17	GS 16	GS 15	5 GS 14	GS 13	GS 12	GS 11	GS 10	, GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3/2	TOTAL	GS	SPS EP PL	WAGE BD.	MIL	TOTAL GS AND OTHER
	<del>-</del>							PRO	FESSION	NAL			T									
CAREER SERVICE ON DUTY STRENGTH - END FY 74																						
PROPOSED CAREER SERVICE ON DUTY STRENGTH - END FY 75																						
								TE	ECHN I CAL	,L		-	•									· · · · · · · · · · · · · · · · · · ·
CAREER SERVICE ON DUTY STRENGTH - END FY 74																						
PROPOSED CAREER SERVICE ON DUTY STRENGTH - END FY 75																						
			-					CI	LERICAL	-												-
CAREER SERVICE ON DUTY STRENGTH - END FY 74																						
PROPOSED CAREER SERVICE ON DUTY STRENGTH - END FY 75																						
TOTAL CAREER SERVICE ON DUTY STRENGTH - END FY 74																						
PROPOSED TOTAL CAREER SERVICE ON DUTY STRENGTH - END FY 75																						

COMMENTS: REPORT WAGE BOARD EMPLOYEES IN THE CLERICAL BLOCK.
REPORT MILITARY DETAILEES IN BLOCKS APPROPRIATE TO THEIR RANK AND FUNCTION.
REPORT SPS, EP AND PL IN PROFESSIONAL BLOCKS.
REFERENCE: COMPUTER LISTING 207A.

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PLANNED STAFF PERSONNEL GAINS - PROFESSIONAL, TECHNICAL AND CLERICAL

UNIT II Manpower Analysis COMPONENT

FY	TOTAL	GAINS			CLERIC	CAL		TECHN	ICAL	PROFESS	IONAL
	EXTERNAL*	INTERNAL**	STENO	TYPIST	OTHER		TAL	EXTERNAL	INTERNAL	EXTERNAL	INTERNAL
						TAS***	INTERNAL				
FY 74 GOALS											
FY 74 ACHIEVEMENTS											
FY 75**** GOALS											

#### PROFESSIONAL GAINS

FY	CAREER TRAINEES		TRAINED IMPORTANT	COLLEGE MAJOR IM		SPECI ADVANCED			ALIST CONTROLLING
	EXTERNAL*	EXTERNAL	INTERNAL	EXTERNAL	INTERNAL	EXTERNAL	INTERNAL	EXTERNAL	INTERNAL
FY 74 GOALS									
FY 74 ACHIEVEMENTS									
FY 75 GOALS									

## Approved FLANRED AS 2 2001 108/9900 CSA TROP 78 ANS 3 4 3 AND 8 3 000 10062-7 IN CURRENT OCCUPATIONAL OR SKILLS DURING NEXT THREE YEARS

UNIT II Manpower Analysis \_\_\_\_\_COMPONENT

IDENTIFY OCCUPATION OR SKILL LEVELS NEEDED TO BE CHANGED.	DESTRED 1	INCREASE	DESIRED [	DECREASE	METHODS OF ACHIE	EVING CHANGES
(Use Additional Separate Pages If Necessary)	NO. IN 3 YEARS	NO. IN FY 75	NO. IN 3 YEARS	NO. IN FY 75	NO. IN 3 YEARS	NO. IN FY 75
		:				

COMMENTS: INCLUDE FY 75 ESTIMATE IN THREE (3) YEAR ESTIMATE.

SPECIFY CHANGES IN STIPULATED OCCUPATIONAL CODES (E.G. MECH. ENGINEER) AND ADDITIONAL SUPPLEMENTAL SKILL LEVEL NEED WITH DESIGNATED CODE (E.G. MECH. ENG. WITH EXPERIENCE IN LINEAR PROGRAMMING).

REPORT ONLY SKILLS OR OCCUPATIONS WHERE A SIGNIFICANT ALTERATION OR CHANGE IS EXPECTED. NOT A ONE OR TWO PERSON LOSS OR GAIN.

NORMALLY AN 'INCREASE' IN ONE SKILL WOULD REFLECT A 'DECREASE' IN ANOTHER. AND WOULD ALSO REFLECT A CHANGE IN POSITION CLASSIFICATION.

IF THERE IS A SIGNIFICANT INCREASE WITHOUT A CORRESPONDING LOSS IN ANOTHER SKILL, PLEASE INDICATE PLANS FOR MAINTAINING CSGA OR OBTAINING NECESSARY ADDITIONAL CEILING.

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#### ROTATIONAL ASSIGNMENT OF GS PROFESSIONAL EMPLOYEES

UNIT II Manpower Analysis COMPONENT

		IN-	TRA CAREER SERV	/ICE ROTATIONAL	ASSIGNMENT FOR	AGREED TOUR		
FY	CAREER SERVICE	WILL BE TRANSFER	F OTHER SUB GROUP RED TO POSITIONS EVELOPMENTAL ASSI	IN YOUR CAREER	BE TRANSFERRE	D TO OTHER CAREE	OF YOUR CAREER S R SUB GROUPS IN Y EVELOPMENTAL ASSI	OUR CAREER
	GS 16 & ABV.	GS 14-15	GS 12-13	GS 7-11	GS 16 & ABV.	GS 14-15	GS 12-13	GS 7-11
FY 74								
FY 75 GOALS								

COMMENT: CONFINE TO EMPLOYEES WITH CAREER SUB GROUP DESIGNATION OTHER THAN THAT OF POSITION TO BE FILLED.

FY    NUMBER OF PROFESSIONAL EMPLOYEES FROM OTHER CAREER SERVICES TO BE TRANSFERRED FROM YEAR SERVICE WITH NO CHANGE OF SERVICE DESIGNATION, TO FILL JOBS OR FOR DEVELOPMENTAL ASSIGNMENT.    State of the content of th						f			
GS 16 & ABV. GS 14-15 GS 12-13 GS 7-11 GS 16 & ABV. GS 14-15 GS 14-15 GS 7-	FY	BE TRANSFERRED IN	NTO YOUR CAREER S	ERVICE, WITH NO C	HANGE OF SERVICE	CAREER SERVICE SERVICE DESIGN	E TO ANOTHER CARE	ER SERVICE, WITH	NO CHANGE OF
		GS 16 & ABV.	GS 14-15	GS 12-13	GS 7-11	GS 16 & ABV.	GS 14-15	GS 14-15	GS 7-11
FY 74	FY 74 FY 75 GOALS								

COMMENT: CONFINE TO EMPLOYEES WITH CAREER SERVICE DESIGNATION OTHER THAN THAT OF THE POSITION TO BE FILLED.

#### Approved For Release 2001/08/09 : CIA-RDP78-05343A000200010062-7 MOVEMENT OF CLERICAL AND TECHNICAL GS EMPLOYEES INTO PROFESSIONAL RANKS\*

	NO. OF CL TO PROFES	ERICAL EMPL SIONAL POS	OYEES REASSIGNED		HNICAL EMPL	OYEES REASSIGNED
FY	TOTAL		VING PRIOR QUALIFY- IENCE/TRAINING**	TOTAL		VING PRIOR QUALIFY- IENCE/TRAINING**
		NO.	% OF REASSIGNED		NO.	% OF REASSIGNED
FY 74 GOALS						
FY 74 ACHIEV.						
FY 75 GOALS						

COMMENTS: \*USE THE JOB TITLE OF THE EMPLOYEE RATHER THAN THAT OF THE POSITION AS THE REFERENCE FOR IDENTIFYING CLERICAL AND TECHNICAL MOVEMENTS INTO PROFESSIONAL RANKS.

\*\*LIMIT ENTRIES TO FORMAL TRAINING, JOB ORIENTATIONS OR OTHER EXPERIENCES DESIGNED TO EQUIP INDIVIDUALS TO PERFORM THE PROFESSIONAL JOBS TO WHICH THEY HAVE BEEN OR ARE BEING ASSIGNED.

REFERENCE: COMPUTER LISTING 239.

#### CLERICAL SKILLS UTILIZATION

	USE OF SHORTH	AND BY ST	ENOGRAPHERS*
FY	NO. OF STENOS		SHORTHAND IS OR MORE HOURS
		NO.	% OF TOTAL
FY 74			
FY 75** GOALS			

COMMENTS: \*ESTIMATE OF USE OF S/H TO BE MADE BY STENGGRAPHERS ASSIGNED TO OFFICES.

UNIT II Manpower Analysis COMPONENT

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UNIT II Manpower Analysis \_\_\_\_ COMPONENT

#### PLANNED LATERAL ENTRY (EXTERNAL) OF PROFESSIONAL PERSONNEL GS-12 AND ABOVE

			GRAE	ES		
FY	TOTAL	GS 16 AND ABOVE	GS 15	GS 14	GS 13	GS 12
FY 74 GOALS						
FY 74 ACHIEVEMENTS						
FY 75 GOALS						

COMMENTS: SHOULD INCLUDE THE PLANNED ENTRY-ON-DUTY OF ALL EXPERIENCED PEOPLE FROM FEDERAL AGENCIES, BUSINESS ACADEMIA, ETC. TOTALS WILL BE INCLUDED IN 'GAINS' REPORT ON PAGE 4.
REFERENCE: COMPUTER LISTING 212.

PERSONAL RANK ASSIGNMENTS TWO YEARS OR LONGER FOR GS EMPLOYEES

FY						GRAD	ES						
''	TOTAL	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7
FY 74 GOALS													
FY 74 ACHIEVEMENTS													
FY 75 GOALS													

COMMENTS: COUNT EMPLOYEES GS 7 AND ABOVE WHOSE GRADES EXCEED THAT OF THE POSITION TO WHICH ASSIGNED TWO YEARS OR MORE. FY 75 GOALS SHOULD SHOW INTENT TO REDUCE SUCH ASSIGNMENTS.

REFERENCE: COMPUTER LIST Approved For Release 2001/08/09: CIA-RDP78-05343A000200010062-7

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UNI	TII
Manpower	Analysis
	COMPONENT

#### NUMBER OF CONSULTANTS AND REEMPLOYED ANNUITANTS (CIVILIAN AND MILITARY)

FY	CONSUL TANTS		REEMPL	OYED ANNUITANTS		
FY	CONSULTANTS	AGENCY RETIREES	OTHER FEDERAL	MILITARY	RETIREES	TOTAL OF REEMPLOYED
			CIVILIAN RETIREES	OFFICER	ENLISTED	ANNUITANTS
ON-BOARD 1 JULY 1974	APPOINTED	CONT. EMP.	CONT. EMP.	STAFF EMP.	STAFF EMP.	STAFF EMP.
	INDEPENDENT CONT.	INDEP. CONT.	INDEP. CONT.	CONT. EMP.	CONT. EMP.	INDEP. CONT.
		CONSULTANT	CONSULTANT	INDEP. CONT.	INDEP. CONT.	CONSULTANT
	TOTAL			CONSULTANT	CONSULTANT	
		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL
PROPOSED ON-BOARD 1 JULY 1975	APPOINTED	CONT. EMP.	CONT. EMP.	STAFF EMP.	STAFF EMP.	STAFF EMP.
1 3021 1973	INDEPENDENT CONT.	INDEP. CONT.	INDEP. CONT.	CONT. EMP.	CONT. EMP.	CONT. EMP.
	INDEFENDENT CONT.	CONSULTANT	CONSULTANT	INDEP. CONT.	INDEP. CONT.	INDEP. CONT.
	TOTAL			CONSULTANT	CONSULTANT	CONSULTANT
		TOTAL	TOTAL	TOTAL	TOTAL	TOTAL

COMMENTS: PREPARE REPORT ON COMPONENT AND/OR DIRECTORATE BASIS. CAREER SERVICE WOULD BE APPLICABLE ONLY FOR THE STAFF EMPLOYEES.
REFERENCE: RETIRED MILITARY STAFF EMPLOYEE DATA IS PROVIDED BY MEMORANDUM FROM OP/TRB, BY REGULAR SEMI-ANNUAL REPORT.
CONSULTANT DATA AND REPORT OF RETIRED REGULAR MILITARY OFFICERS IN CONTRACT STATUS WILL BE PROVIDED BY MEMORANDUM FROM OP/CPB.
RETIRED RESERVE MILITARY OFFICER AND RETIRED ENLISTED PERSONNEL IN CONTRACT STATUS ARE NOT CODED IN THE COMPUTER AND THIS INFORMATION SHOULD BE PREPARED AS AVAILABLE IN COMPONENT RECORDS.

## 

UNIT II Manpower Analysis \_\_COMPONENT

#### ESTIMATED VOLUNTARY RETIREES\*

			CIA	ARDS			CSRS							
	GS 16/ABOVE	GS 15	GS 14	GS 13	GS 12	GS 11/BELOW	GS 16/ABOVE	GS 15	GS 14	GS 13	GS 12	GS 11/BELOW		
FY 74 ESTIMATE														
FY 74 ACTUAL RETIREES														
FY 75 ESTIMATE														

COMMENTS: \*THOSE WHO HAVE MET THE ELIGIBILITY REQUIREMENTS OF THEIR RETIREMENT SYSTEM (CIARDS OR CSRS) CHOOSE TO RETIRE FOR REASONS OTHER THAN DISABILITY AT SOME TIME PRIOR TO THEIR MANDATORY DATE (AS ESTABLISHED BY AGENCY POLICY).
REFERENCE: COMPUTER LISTINGS 262. 219.

TOTAL CIARDS

FY 74	
FY 75 EST.	

TOTAL CSRS

FY 74	
FY 75	
EST.	

#### ESTIMATED INVOLUNTARY SEPARATIONS\*

	TOTAL	INVOLUNTA	INVOLUNTARY SEPARATIONS FOR REASONS OTHER THAN SUITABILITY**												
	TOTAL	GS 16/ABOVE	GS 15	GS 14	GS 13	GS 12	GS 11/BELOW								
FY 74 ESTIMATE															
FY 74 ACTUAL SEPARATIONS															
FY 75 ESTIMATE															

COMMENTS: \*\*NEED TO MEET REDUCED CEILING WHILE MAINTAINING DESIRED INPUT LEVELS.

\*\*\*INCLUDE PERSONNEL IDENTIFIED AS SEING "SURPLUS" AND/OR BEING RETIRED UNDER THE DISCONTINUED SERVICE (CSRS) OR INVOLUNTARY (CIARDS) PROGRAMS.

REFERENCE: COMPUTER LISTING 262. 219.

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UNIT III Training COMPONENT

#### PLANNED CORE, SKILL AND EXTERNAL TRAINING ENROLLMENTS

							OTR						EXTERN	AL TRAINI	NG - ONE	OR MORE	WEEKS
FY				CORE				SK	ILLS (1D E SEPARA	ENTIFY TE SHE	EACH CO	URSE) CESSARY	 SHEET	IFY EACH IF NECESS	COURSE) ARY	USE SEPA	T.
	IWA	FSM	GRID	MID CAREER	ADV. MGT.	AIS	SENIOR SEMINAR										
FY 74 GOALS					N.A.												
FY 74 ACHIEVEMENTS																	
FY 75 GOALS																	

IWA - INTEL AND WORLD AFFAIRS.
FEM - FUNDAMENTALS OF SUPERVISION/MGT.
GRID - MANAGERIAL GRID.
ALS - ADVANCE INTELLIGENCE SEMINAR.

COMMENT: DEVELOPMENTAL TRAINING REQUIREMENTS SPECIFIED IN THE POP AND SKILLS TRAINING NEEDED BY EMPLOYEES FOR FUTURE ASSIGNMENTS SHOULD BE TAKEN INTO CONSIDERATION WHEN FILLING OUT THIS UNIT OF THE APP. TRAINING PLANS SHOULD RELATE TO ACTUAL NEEDS, NOT MERE ARITHMETICAL INCREASES IN PREVIOUS LEVELS OF TRAINING.

REFERENCE: COMPUTER LISTING 6018.-LISTING 601K FOR DDM&S, DDI, DDS&T, DCI.

#### LANGUAGE SKILLS ENROLLMENT

FY	TOTAL POSITIONS REQUIRING LANGUAGE S/2 OR HIGHER*	NO. OF POSITIONS WITH REQUIREMENTS FILLED	TRAINING E NO. S/2 LE HIGHER	NROLLMENTS VEL OR	EMPLOYEE PLANNED GAINS, S/2 LEVEL OR HIGHER**	EMPLOYEE EXPECTED LOSSES, S/2 LEVEL OR HIGHER***	ESTIMATED ON DUTY STRENGTH S/2 LEVEL OR HIGHER
			FULL-TIME	PART-TIME			
FY 74 GOALS							
FY 74 ACHIEVEMENTS							
FY 75 GOALS							

SECRET

COMMENTS:

\*\*AS INDICATED ON LANGUAGE CONTROL REGISTER (140).

\*\*REFERS TO ADDITIONS TO A CAREER SERVICE ROSTER AND TO INDIVIDUALS COMPLETING LANGUAGE TRAINING WHOSE LEVEL OF COMPETENCE HAS BEEN ESTABLISHED BY OFFICIAL TEST.

\*\*REFERS TO RETIRES, RESIGNEES AND OTHERS LEAVING A CAREER SERVICE ROSTER WHOSE LEVEL OF COMPETENCE HAS BEEN ESTABLISHED BY OFFICIAL TEST.

\*\*CEFERENCE: COMPUTER LISTINGS 140. 16Approved For Release 2001/08/09: CIA-RDP78-05343A000200010062-7

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UNIT III Training COMPONENT

#### LANGUAGE SKILLS DEVELOPMENT DURING FISCAL YEARS 74 AND 75

LANGUAGES (LIST ALL PROVINED)						١	NUMBER	OF EM	PLOYEES	5									TC L	TALS F	ER SE
USE SEPARATE SHEET		Α		В			С				D,			E			F				
IF NECESSARY	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	FY 75 GOALS	FY 74 GOALS	FY 74 ACHIEV.	
TOTALS BY SKILL LEVEL																					

COMMENTS: A DEVELOPMENT TO THE 2 LEVEL SPEAKING SKILL.

B DEVELOPMENT TO THE 3 LEVEL SPEAKING SKILL.

C DEVELOPMENT TO THE 4 LEVEL OR HIGHER OF SPEAKING SKILL.

D DEVELOPMENT TO THE 3 LEVEL OF READING AND/OR UNDERSTANDING SKILL.

E DEVELOPMENT TO THE 3 LEVEL IN COMPREHENSIVE LANGUAGE ABILITY (READING, SPEAKING AND UNDERSTANDING).

F DEVELOPMENT TO A SECOND LANGUAGE.

REFERENCE: COMPUTER LISTING 60L K (DDO MAINTAINS OWN RECORDS).

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#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### WOMEN PROFESSIONAL EMPLOYEES

FY	ТО	TAL		STAFFING												
FT	NO.	%*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW		
FY 74 GOALS												-				
FY 74 ACHIEVEMENTS																
FY 75 GOALS																

COMMENT: \*PERCENT OF TOTAL PROFESSIONAL ODS.
REFERENCE: COMPUTER LISTING 207E.

#### WOMEN PROFESSIONAL EMPLOYEES

	то	TAL		PROMOTION											
FY	NO.	%*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW	
FY 74 GOALS															
FY 74 ACHIEVEMENTS															
FY 75 GOALS															

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR PROFESSIONAL PERSONNEL IN REFERENCE GRADE RANGES.

REFERENCE: COMPUTER LISTING 265.

N. B. WOMEN WHO HAVE A MINORITY RACIAL ORIGIN SHOULD BE COUNTED UNDER BOTH THE WOMEN AND THE MINORITY CATEGORIES.

UNIT IV EE0 COMPONENT

CAREER SERVICE

PROFESS	IONAL	COMPLEMENT
FY 74:		
FY 75:		

FY 74:	
FY 75: GOALS	

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#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### BLACK PROFESSIONAL EMPLOYEES

	TOTAL			STAFFING												
FY	NO.	7/8*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW		
FY 74 GOALS				•												
FY 74 ACHIEVEMENTS																
FY 75 GOALS																

COMMENT: \*PERCENT OF TOTAL PROFESSIONAL ODS. REFERENCE: COMPUTER LISTING 207E.

#### BLACK PROFESSIONAL EMPLOYEES

	TOTAL			PROMOTION												
FY	NO.	9;*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW		
FY 74 GOALS																
FY 74 ACHIEVEMENTS														_		
FY 75 GOALS																

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR PROFESSIONAL PERSONNEL IN REFERENCE
GRADE RANGES.
REFERENCE: COMPUTER LISTING 265.
N. B. WOMEN WHO HAVE A MINORITY RACIAL ORIGIN SHOULD BE COUNTED UNDER BOTH THE WOMEN AND THE MINORITY CATEGORIES.

UNIT IV EE0 \_COMPONENT

CAREER SERVICE PROFESSIONAL COMPLEMENT:

		 00	
Y	74:		
FY	75:		

CAREER SERVICE PROFESSIONAL PROMOTIONS:

FY 74:	
FY 75:	

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UNIT IV EE0 \_COMPONENT

#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### OTHER RACIAL MINORITY PROFESSIONAL EMPLOYEES

	TOTAL		STAFFING												
FY	NO.	7/4*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW	
FY 74 GOALS															
FY 74 ACHIEVEMENTS															
FY 75 GOALS															

CAREER SERVICE PROFESSIONAL COMPLEMENT:

FY 74:

COMMENT: \*PERCENT OF TOTAL PROFESSIONAL ODS. REFERENCE: COMPUTER LISTING 207E.

#### OTHER RACIAL MINORITY PROFESSIONAL EMPLOYEES

	TOTAL			PROMOTION												
FY	NO.	9,*	GS 18	GS 17	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7/ BELOW		
FY 74 GOALS																
FY 74 ACHIEVEMENTS																
FY 75 GOALS																

CAREER SERVICE PROFESSIONAL PROMOTIONS:

FY 74:	
FY 75: GOALS	

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR PROFESSIONAL PERSONNEL IN REFERENCE GRADE RANGES.

REFERENCE: COMPUTER LISTING 265.

N. B. WOMEN WHO HAVE A MINORITY RACIAL ORIGIN SHOULD BE COUNTED UNDER BOTH THE WOMEN AND THE MINORITY CATEGORIES.

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#### UNIT IV EE0 \_COMPONENT

#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### WOMEN TECHNICAL EMPLOYEES

FY		STAFFING														
	NO.	TAL %*	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
FY 74																
FY 75 GOALS																

COMMENT: \*PERCENT OF TOTAL TECHNICAL ODS. REFERENCE: COMPUTER LISTING 207.

#### WOMEN TECHNICAL EMPLOYEES

FY		PROMOTION														
FY	TO	ΓAL	00.10				1					Γ	Γ	T	Γ	·
	NO.	%*	J 65 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
FY 74																
FY 75 GOALS																

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR TECHNICAL PERSONNEL IN REFERENCE GRADE RANGES.

REFERENCE: COMPUTER LISTING 265.

N. B. WOMEN WHO HAVE A RACIAL MINORITY ORIGIN SHOULD BE COUNTED UNDER BOTH WOMEN AND THE MINORITY CATEGORIES.

TOTAL TECHNICAL COMPLEMENT

FY 74	
FY 75 GOAL	

TOTAL TECHNICAL PROMOTIONS

FY 74	
FY 75 GOAL	

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#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### BLACK TECHNICAL EMPLOYEES

FY		STAFFING														
FY	TO	AL %*	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
FY 74																
FY 75 GOALS																

COMMENT: \*PERCENT OF TOTAL TECHNICAL ODS. REFERENCE: COMPUTER LISTING 207.

#### BLACK TECHNICAL EMPLOYEES

FY		PROMOTION														
	TO	TOTAL		GS 15	CC 14	CC 12	CC 12	GS 11	1 GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
	NO.	%*	65 16	65 15	65 14	65 13	05 12	. 05	13 11   63 10	55 5	03 0	00 /		05 5	05 4	35 5
FY 74																
FY 75 GOALS																

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR TECHNICAL PERSONNEL IN REFERENCE GRADE RANGES.

REFERENCE: COMPUTER LISTING 265.

N. B. WOMEN WHO HAVE A RACIAL MINORITY ORIGIN SHOULD BE COUNTED UNDER BOTH WOMEN AND THE MINORITY CATEGORIES.

COMPONENT

UNIT IV EE0

TOTAL TECHNICAL COMPLEMENT

FY 74	V-2- V-11-V-12-
FY 75 GOAL	

TOTAL TECHNICAL PROMOTIONS

FY 74	
FY 75 GOAL	

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UNIT 1V EE0 COMPONENT

#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

#### OTHER RACIAL MINORITY TECHNICAL EMPLOYEES

					-		ST	AFFING								
FY		TAL %*	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
FY 74	NC.															
FY 75 GOALS																

COMMENT: \*PERCENT OF TOTAL TECHNICAL ODS.
REFERENCE: COMPUTER LISTING 207.

#### OTHER RACIAL MINORITY TECHNICAL EMPLOYEES

							PRO	MOTION	1							
FY	TO No.	TAL 9;*	GS 16	GS 15	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6	GS 5	GS 4	GS 3
FY 74	NO.															
FY 75 GOALS																

COMMENT: \*PERCENTAGE OF PROMOTIONS IN RELATION TO TOTAL PROMOTIONS APPROVED FOR TECHNICAL PERSONNEL IN REFERENCE GRADE RANGES.
REFERENCE: COMPUTER LISTING 265.
N. B. WOMEN WHO HAVE A RACIAL MINORITY ORIGIN SHOULD BE COUNTED UNDER BOTH WOMEN AND THE MINORITY CATEGORIES.

TOTAL TECHNICAL COMPLEMENT

FY 74	
FY 75 GOAL	

TOTAL TECHNICAL PROMOTIONS

FY 74	
FY 75 GOAL	

 $\label{eq:SECRET} \textbf{SECRET} \ \, (\textit{When Filled In}) \\ \textbf{Approved For Release 2001/08/09 : CIA-RDP78-05343A000200010062-7}$ 

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(	COMP	0	N	ENT

#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

### MOVEMENT OF MINORITY AND WOMEN CLERICAL AND TECHNICAL GS EMPLOYEES INTO PROFESSIONAL RANKS

	NO. OF	CLERICAL EMP	LOYEES REASSI	GNED TO PROFE	SSIONAL POS	ITIONS	NO. OF	TECHNICAL I	CHNICAL EMPLOYEES REASSIGNED TO PROFESSIONAL POSITIO							
FY	BLA	ACKS		HER INORITIES	WOW	1EN	BLACKS		OTH RACIAL MI		WOMEN					
	NO.	%*	NO.	%*	NO.	%*	NO.	%*	NO.	%*	NO.	%*				
FY 74																
FY 75 GOALS																

COMMENT: PERCENTAGE OF THE TOTAL CLERICAL OR TECHNICAL PERSONNEL BEING REASSIGNED TO PROFESSIONAL POSITIONS AS REPORTED ON PAGE 7. REFERENCE: COMPUTER LISTING 239.

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UNIT IV EEO \_\_ COMPONENT

#### EQUAL EMPLOYMENT OPPORTUNITY STATISTICS

## ENROLLMENT IN CORE, SKILL AND EXTERNAL TRAINING - MINORITY AND WOMEN PROFESSIONAL EMPLOYEES

			CORE	COURSES	3				SKILL C	OURSES				EX	TERNAL	COURSE	S	
FY	BLACKS OTHER RACIAL WOMEN		BLA	cks	OTHER RACIAL MINORITIES				BLACKS		OTHER RACIAL MINORITIES		wor	MEN				
	NO.	%	NO.	%	NO.	%	NO.	%	NO.	%	NO.	676	NO.	%	NO.	%	NO.	%
FY 74																		
FY 75 GOALS								-										

COMMENT: PERCENTAGE INDICATED IS OF THE TOTAL NUMBER REPORTED FOR THE ABOVE COURSES IN UNIT 111. TRAINING. REFERENCE; COMPUTER LISTING 601.

CORE COURSES SPECIFIED IN EEO OBJECTIVES

	MID C	AREER	ADVANC	SENIOR SEMINAR			
	NO.	%	NO.	%	NO.	%	
FY <sub>.</sub> 74							
FY 75 GOALS							

COMMENT: REPORT BLACK, OTHER RACIAL MINORITIES AND WOMEN AS ONE NUMBER. DO NOT COUNT A BLACK WOMAN TWICE. PERCENTAGE IS OF TOTAL ENROLLMENT IN COURSE.

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UNIT V Background Statistics \_\_\_\_\_ COMPONENT

## FY 74 PROMOTION STATISTICAL DATA FOR PROFESSIONAL GS EMPLOYEES

		EMPLOYEES PROMOTED TO GRADE																•	ГОТАІ	. E	MPLO	YEES	IN G	RAD	E					
	GS 18	GS 1	7 G	S 16	GS 1	5 GS	14	GS 13	GS 12	GS 1	1 GS	10	GS 9	GS 8	GS7/ BELOW	GS 18	GS	17	3S 16	GS 15	GS	14	GS 13	GS 1:	gs 1	GS	10	GS 9	GS 8	GS7/ BELOW
NUMBER																<u> </u>														
AVERAGE AGE*																														
AVERAGE TIME IN GRADE (BY MONTHS)**																														

COMMENTS: \*PROMOTED EMPLOYEES: INDICATE AVERAGE AGE AT TIME OF PROMOTION. TOTAL EMPLOYEES: INDICATE AVERAGE AGE OF ALL EMPLOYEES IN THE GRADE.

\*\*PROMOTED EMPLOYEES: INDICATE AVERAGE TIME IN THE GRADE FROM WHICH PROMOTED. TOTAL EMPLOYEES: INDICATE AVERAGE TIG FOR ALL EMPLOYEES IN GRADE.

REFERENCE: COMPUTER LISTING 265.

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Background Statistics \_\_\_\_\_COMPONENT

#### SEPARATIONS OF CIVILIAN STAFF PERSONNEL FISCAL YEAR 1974

								PROFE	SSIO	NAL									N	ON - PR	OFESS	IONAL			
REASON	GS 18	GS	17	GS 16	GS	15	GS 14	GS 13	GS 1:	g GS	11	GS 10	GS 9	GS 8	GS 7 & BELOW	GS 15 8 ABV	GS 14	GS 13	GS 12	GS 11	GS 10	GS 9	GS 8	GS 7	GS 6 & BELOW
VOLUNTARY																									
JOB FACTORS					-						_					ļ									
PERSONAL FACTORS					_				-							ļ									
EDUCATION		1								-									-						
FAMILY FACTORS																									
INVOLUNTARY		1																	-						
RESIGN. IN LIEU TERM.					ļ																				
SURPLUS*									İ							1									
RETIREMENT  CIARDS - VOLUNTARY/**  MANDATORY		-																							
CIARDS - IN-VOLUNTARY (DISCONTINUED SVC)																									
CIARDS - DISABILITY		_																		ļ					
CSRS - OPTIONAL***										_															
CSRS - DISCONTINUED SVC.																									
CSRS - DISABILITY																				ŀ					
DEATH																									
TOTAL																									

\*\*REVIEW PERSONNEL SEPARATED AS "SURPLUS" AND DETERMINE NUMBER WHO WERE TRUE SURPLUS AND NUMBER WHO WERE SEPARATED AS CSRS DISCONTINUED SERVICE.

\*\*\*INCLUDES PERSONNEL WHO RETIRE BETWEEN AGES 50 AND 80. THE MANDATORY AGE.

\*\*\*INCLUDES PERSONNEL WHO RETIRE AT AGE 60. OR BEFORE, UNDER AGENCY'S POLICY FOR RETIREMENT AT AGE 60.

REFERENCE: COMPUTER LISTING 262. Approved For Release 2001/08/09: CIA-RDP78-05343A000200010062-7

#### SECRET (When Filled In) Approved For Release 2001/08/09 : CIA-RDP78-05343A000200010062-7 FITNESS REPORT RATING PROFILES

UNIT V
Background Statistics
\_\_\_\_\_COMPONENT

	TOTAL		RAT	ING BY PERCE	NT		AVERAGE	RATING
GRADE	NUMBER RATED	UNSATISFACTORY 1	MARGINAL 2	PROFICIENT 3	STRONG 4	OUTSTANDING 5	1973	1974
GS 18								
GS 17								
GS 16								
GS 15								
GS 14								
GS 13								
GS 12								
GS 11								
GS 10								
GS 9								
GS 8								
GS 7								
GS 6								
GS 5								
GS 4								
GS 3								

COMMENT: NUMERICAL INDICATORS FOR EVALUATIONS IN FRS ARE AS FOLLOWS: 1 - UNSATISFACTORY: 2 · MARGINAL: 3 · PROFICIENT: 4 · STRONG: AND 5 · OUTSTANDING.

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UNIT V Background Statistics \_\_\_ COMPONENT

#### GROUP COMMUNICATIONS

#### SECURITY VIOLATIONS

R OF MEETINGS OR GE ISCAL YEAR FOR ALL P. OFFICE OR DIVISIO	NERAL BRIEFINGS HELD DURING MEMBERS OF A CAREER SUB- N.•	NUMBER OF SECURIT	Y VIOLATIONS
FY 74	FY 75 GOALS	FY 73	FY 74

COMMENT: \*INTERPET AS APPLYING TO ANY MEETING HELD FOR ALL EMPLOYEES ASSIGNED TO A SENIOR STAFF, OFFICE OR DIVISION. DO NOT REPORT MEETINGS FOR ANY GROUP SMALLER THAN A MAJOR COMPONENT OF A DIRECTORATE OR THE EXECUTIVE OFFICES.

REFERENCE: REPORT OF SECURITY VIOLATIONS ARE SUBMITTED MONTHLY TO DEPUTY DIRECTORS WITH COMPARATIVE REPORT FOR PRIOR THREE YEARS.

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UNII V Background Statistics

	QS1'S*			SUGGESTION & INCENTIVE AWARDS	)** 	
				TOTAL /	ADOPTED	
GRADES	NO.	NO. RECEIVED	NO.	NO. CERTIFICATES	CASH A	
	L	1973 1974	1973 1974	1973 1974	NO. 1974	1973 1974
<u> </u>	1973 1974	1973 1974	1973 1974	1973 1374	1370	
GS 18						
GS 17						
GS 16		-				
GS 15						
GS 14						
GS 13						
GS 12						
GS 11						
GS 10						
GS 9						
GS 8						
GS 7						
GS 6						
GS 5						
GS 4						
GS 3						
TOTAL						

REFERENCE: •FOR QSIS COMPUTER LISTING 112 L AND M.
••FISCAL YEAR REPORT TO DDS AND DCI/FROM SUGGESTION/AWARDS COMMITTEE.

## $\label{eq:SECRET_(When\ Filled\ In)} SECRET_{(When\ Filled\ In)}$ Approved For Release 2001/08/09 : CIA-RDP78-05343A000200010062-7

UNIT V Background Statistics \_\_ COMPONENT

#### HONOR AND MERIT AWARDS

	DISTING INTELL CRO	GUISHED IGENCE OSS	DISTING INTELL ME	DISTINGUISHED INTELLIGENCE MEDAL		INTELLIGENCE STAR		IGENCE AL OF RIT	CAF INTELL MEI	REER I GENCE OAL	CERTI C DISTIN	FICATE OF NCTION	CERTI C ME	FICATE )F RIT	UN CITA	IT TION	SPE ACH I E	CIAL VEMENT
	1973	1974	1973	1974	1973	1974	1973	1974	1973	1974	1973	1974	1973	1974	1973	1974	1973	1974
SPS,EP,PL																		
GS 18																		
GS 17																		
GS 16																		
GS 15																		
GS 14																		
GS 13																		
GS 12																		
GS 11																		
GS 10																		
GS 9																		
G\$ 8																		
GS 7																		
GS 6																		
GS 5																		
GS 3/4																		
TOTAL														1				

REFERENCE: COMPUTER LISTING 252D AND LISTING 252E (SEMI-ANNUAL) DISTRIBUTED BY HAM BOARD TO DIRECTORATES AND CAREER SERVICES.

Approved For Release 2001/08/09: CIA-RDP78-05343A000200010062-7